PROVINCE OF SASKATCHEWAN

# 11-12

# ANNUAL REPORT

MINISTRY OF
ADVANCED EDUCATION,
EMPLOYMENT AND
IMMIGRATION

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# Letters of Transmittal

Her Honour, the Honourable Vaughn Solomon Schofield,
Lieutenant Governor of Saskatchewan

May it Please Your Honour:

I respectfully submit, for your consideration, the Annual Report of the Ministry of Advanced Education, Employment and Immigration for the fiscal year ending March 31, 2012.

The government has made a number of commitments to the people of Saskatchewan as it strives to ensure all citizens of the province benefit from our strong and growing economy. In 2011-12, the Ministry continued to deliver on the government's vision and goals and build on the promises made to the Saskatchewan people.

The Ministry has continued to focus on the province's labour market needs by building on record investments in post-secondary education and skills training with significant support for First Nations and Métis peoples as well as measures to attract and retain skilled workers from across Canada and around the world.

We have strengthened our investment in students, introduced measures to keep post-secondary education affordable and accessible, continued to support excellence, innovation and increased accountability in our institutions, and sustained our growth in population through immigration and other initiatives.

This report is a summary of the progress the Ministry of Advanced Education, Employment and Immigration has achieved in pursuit of the government's goals.

D R Morgan

Don Morgan, Q.C.
Minister of Advanced Education

The Honourable Don Morgan
Minister of Advanced Education

On behalf of ministry staff, I have the honour of submitting the Annual Report of the Ministry of Advanced Education, Employment and Immigration for the fiscal year ending March 31, 2012. The Ministry is responsible for this report and provides assurance that the information contained within is accurate and reliable.

Louise Greenberg

Dr. Louise Greenberg
Deputy Minister of Advanced Education

# Introduction

This annual report for the Ministry of Advanced Education, Employment and Immigration presents the Ministry's results on activities and outcomes for the fiscal year ending March 31, 2012. It reports to the public and elected officials on public commitments made and other key accomplishments of the Ministry.

Although a renewed vision and set of goals were introduced as a result of the 2011 provincial election, the 2011-12 Annual Report will be presented in relation to the vision and goals that guided the development of the 2011-12 Plan.

Results are provided on publicly committed strategies, actions and performance measures identified in the 2011-12 Plan.

The report also demonstrates progress made on Government commitments as stated in the *Government Direction for 2011-12: The Saskatchewan Advantage*, the Minister's Mandate letter, throne speeches and other commitments and activities of the Ministry.

The annual report demonstrates the Ministry's commitment to effective public performance reporting, transparency and accountability to the public.

# Alignment with Government's Direction

The Ministry's activities in 2011-12 align with Government's vision and three goals:

## Our Government's Vision

A secure and prosperous Saskatchewan, leading the country in economic and population growth, while providing a high quality of life for all.

## Government's Goals

- **Sustain economic growth** for the benefit of Saskatchewan people, ensuring the economy is ready for growth and positioning Saskatchewan to meet the challenges of economic and population growth and development.
- **Secure Saskatchewan** as a safe place to live and raise a family where people are confident in their future, ensuring the people of Saskatchewan benefit from the growing economy.
- **Keep Government's promises** and fulfill the commitments of the election, operating with integrity and transparency, accountable to the people of Saskatchewan.

Together, all ministries and agencies support the achievement of Government's three goals and work towards a secure and prosperous Saskatchewan.

# Ministry Overview

The Ministry of Advanced Education, Employment and Immigration (AEEI) provides leadership and resources to foster a high-quality advanced education and training system; and provides employment and immigration services to develop a workforce that responds to the needs of Saskatchewan's people and economy. The Ministry works in partnership with the private sector, community organizations and educational institutions to achieve its desired outcomes.

## Delivery of Key Programs and Services

AEEI is responsible for the post-secondary system, employment services, immigration services and student financial support.

In 2011-12, the Ministry employed staff in the central offices in Regina and 19 Canada-Saskatchewan Career and Employment Services offices across the province. The Ministry also has an Immigration office in Saskatoon.

The Ministry delivers programs and services in three main areas:

## Post-Secondary Education

Saskatchewan's post-secondary system is critical to the province's labour force development. It also helps to foster creative and engaged communities. It provides Saskatchewan residents with the skill sets required to meet labour market demand and to obtain and retain sustainable employment. Importantly, Saskatchewan's advanced education network – especially drawing on centres of excellence at the University of Saskatchewan and the University of Regina – serves as a vital platform for pre-eminent research and development, a robust innovation agenda and related science and technology initiatives (in areas including bio-science, the environment and energy). Of course, this knowledge network also helps to enrich local and global cultures and communities by reflecting on and celebrating Saskatchewan's sense of place within and beyond Canada.

Post-secondary programs and services are delivered through partnerships with a diverse group of institutions and organizations, including the University of Saskatchewan and the University of Regina (which include their federated and affiliated institutions: First Nations University of Canada, Campion College, Luther College, St. Thomas More College, St. Peter's College, Emmanuel and St. Chad, Lutheran Theological Seminary, St. Andrew's College, Briercrest Family of Schools and Horizon College and Seminary); Saskatchewan Institute of Applied Science and Technology (SIAST); Regional Colleges (including Carlton Trail Regional College, Cumberland College, Great Plains College, Northlands College, North West Regional College, Parkland College and Southeast Regional College); Lakeland College; Saskatchewan Apprenticeship and Trade Certification Commission (SATCC); Saskatchewan Indian Institute of Technologies (SIIT); the Gabriel Dumont Institute (GDI); Dumont Technical Institute (DTI); Saskatchewan Urban Native Teacher Education Program (SUNTEP); and the Northern Teachers' Education Program (NORTEP). The Government provides funding directly to these post-secondary institutions. The Ministry also provides regulatory oversight to private vocational schools (PVS) operating in Saskatchewan.

The Ministry maintains agreements with other provincial jurisdictions to support Saskatchewan students in specialized post-secondary education programs outside the province.

The Ministry also delivers programs and services through Community-Based Organizations (CBOs) focusing on employment preparation and settlement services for newcomers. These institutions and organizations have varying accountability to government through legislation specific to their institution, organization or by contracts and agreements. Non-public institutions receive funding through specific agreements and contracts with CBOs.

(continued)

# Ministry Overview

In terms of financial assistance for students, the Ministry administers several federal and provincial programs that provide repayable and non-repayable financial assistance to qualified Saskatchewan residents enrolling in approved programs of study. For more information, the Student Aid Fund Annual Report is posted on the Ministry's website.

### Immigration

The Ministry supports the attraction and settlement of newcomers to the province. The Saskatchewan Immigrant Nominee Program (SINP) provides a streamlined process, and sometimes a quicker means of entry for immigrants whose skills and abilities best fit the province's labour market needs. The program is a key component of government's efforts to enrich communities across the province.

Community Partnerships and Settlement facilitates the settlement and integration of new immigrants. The Ministry provides funding to community-based groups to coordinate initial settlement support and to English language training programs offered through CBOs and regional colleges to support communication skills training.

The Recognizing Prior Learning Coordinating Group works with regulatory bodies and educational institutions to facilitate the recognition of international training and experience that immigrants bring to our province.

International Education focuses on developing strategies for institutions, the business community, relevant community-based stakeholders and government ministries to collaborate in areas such as international student recruitment, study abroad opportunities for Saskatchewan students and other efforts to further internationalize Saskatchewan's campuses. These efforts provide Saskatchewan students with enhanced opportunities to compete and succeed in the global community and ensure that students around the world are aware of the study opportunities available at Saskatchewan institutions.

### Career and Employment Services

Canada-Saskatchewan Career and Employment Services (CES) offices located across the province provide career and employment services to Saskatchewan people looking for information about career and job opportunities, as well as training and/or education options that enable participation in the provincial labour market.

CES staff have also partnered with key personnel from Service Canada, post-secondary institutions and the private sector to form the CES Rapid ResponseTeams, which help ensure that employers and workers can access key programs, services, benefits and information during periods of economic transition.

The Ministry also manages and markets the www.saskjobs.ca website, which helps Saskatchewan employers recruit educated and skilled individuals and provides job seekers with the opportunity to join Saskatchewan's workforce.

# Progress in 2011 - 12

## The Ministry of Advanced Education, Employment and Immigration supports Government's goal to sustain economic growth for the benefit of Saskatchewan people, ensuring the economy is ready for growth and positioning Saskatchewan to meet the challenges of economic and population growth and development.

### Develop and implement a provincial strategy for First Nations and Métis people to increase participation and success in advanced education and the labour force

#### Results Reported

Work in partnership with the Federation of Saskatchewan Indian Nations, the Department of Indian and Northern Affairs Canada and the Ministries of Education and First Nations and Métis Relations, on actions to increase First Nations participation and success in education and the labour force (Minister's Mandate letter and 2010 Throne Speech commitment).

- Announced the Joint Task Force on Improving First Nations and Métis Education and Employment Outcomes on March 26, 2012. The Task Force includes Gary Merasty, Saskatoon, Vice President of Social Responsibility, Cameco; Don Hoium, Saskatoon, Executive Director, League of Educational Administrators, Directors and Superintendents of Saskatchewan; and Rita Bouvier, Saskatoon, freelance researcher/writer, project coordinator and community learning facilitator. A report from the Task Force is expected in early 2013.

In partnership with the Department of Indian and Northern Affairs and provincial tribal councils, increase labour force participation for First Nations people by delivering on-reserve active measures such as youth career planning and skills development, short-term training and partnership with industry and private and public sectors to develop training and employment opportunities.

- Worked with the Mistawasis First Nation to establish the Iron Buffalo Training Centre. The Centre enables the community to have a facility for training and employment services. Using $133,000 from AEEI, the Centre is offering an older worker program for 15 participants and is planning to offer life skills and other programs.
- Contributed $50,000 to the Yorkton Tribal Council for the establishment of two training centres. These facilities, located at Keeseekoose and Kahkewistahaw First Nations, will support program and service delivery for communities that are distant from major centres.
- Contributed $50,000 to the operation of the File Hills Employment and Training Centre operated by the Little Black Bear First Nation. The Centre offers a variety of programs in Balcarres including ABE and workplace essential skills.
- Worked with five First Nations tribal councils and four First Nations bands to develop local protocols for service referrals and job search assistance.

Continue and evaluate pilots for a revised approach to Adult Basic Education and Skills Training programs that are community-based, focus on literacy and numeracy and improve the employability of individuals who access the programs.

- Invested $2.5 million for publicly funded post-secondary institutions to deliver 24 Adult Basic Education – Essential Skills for the Workplace (ABE-ESWP) programs, which are designed to assist low literacy

# Progress in 2011 - 12

adult learners in transitions to employment. Project start and end dates vary, but they all must be completed by June 30, 2012.

- Of the 393 enrolments, 223 people completed by the end of June 30, 2011. Of those who completed, 36% gained employment and 40% went on to further education. The remaining individuals are expected to complete their program by June 30, 2012.
- Employment results for the ABE-ESWP program improved compared to the results for individuals enrolled in traditional ABE programs. The average employment rate for the traditional programs was 23% compared to an interim rate of 36% in the ABE-ESWP.

**Additional Results**

- Provided services to individuals who are preparing for and taking the General Educational Development (GED® Tests). These standardized tests are designed to provide an opportunity for adults who have not graduated from high school to earn a high school diploma by measuring the major academic skills and knowledge associated with a high school program of study. Over 68,800 Saskatchewan residents have written the GED® tests since the GED® program began in 1970. In 2011, there were nearly 300 test sittings held in more than 65 communities in the province. Of the 1,416 exams written, 749 individuals passed (61% pass rate). In 2010, there were 1,488 exams written with 865 passers (58% pass rate).
- Provided a grant of $5.5 million to the First Nations University of Canada.
- Provided $4.7 million in annual grants to the Saskatchewan Indian Institute of Technologies (SIIT) to support education and training opportunities for approximately 2,300 learners the majority of whom are First Nations people. This included:
  - $1.3 million in core operating grants, and
  - $3.4 million for skills training programs and services.
- Allocated $5.7 million to Gabriel Dumont Institute (GDI) in an operating grant to support education and training opportunities for approximately 935 learners, most of whom are Métis. This includes:
  - $2.2 million for the core operating grant; and
  - $3.5 million to Saskatchewan Urban Native Teachers Education Program (SUNTEP) in an operating and tuition reimbursement grant for approximately 205 learners/training opportunities.
- Allocated $1.8 million to Dumont Technical Institute (DTI) in an operating grant to support approximately 730 learners/training opportunities for individuals most of whom are Métis.
- Designated $600,000 of apprenticeship funding to improve outcomes for First Nations and Métis apprentices.
- The table below outlines enrolments of self-identified Aboriginal students at Saskatchewan post-secondary institutions.

| Aboriginal (self-identified) Enrolments at Saskatchewan Post-secondary Institutions | | | |
|---|---|---|---|
| **Institution** | **2009-10** | **2010-11** | **% change** |
| University of Saskatchewan | 1,590 | 1,704 | 7.2% |
| University of Regina* | 1,053 | 1,019 | -3.2% |
| Regional Colleges | 5,194 | 5,995 | 15.4% |
| SIIT | 2,229 | 2,426 | 8.8% |
| SATCC | 1,216 | 1,272 | 4.6% |
| SIAST | 2,843 | 2,905 | 2.2% |

Source: Advanced Education, Employment and Immigration

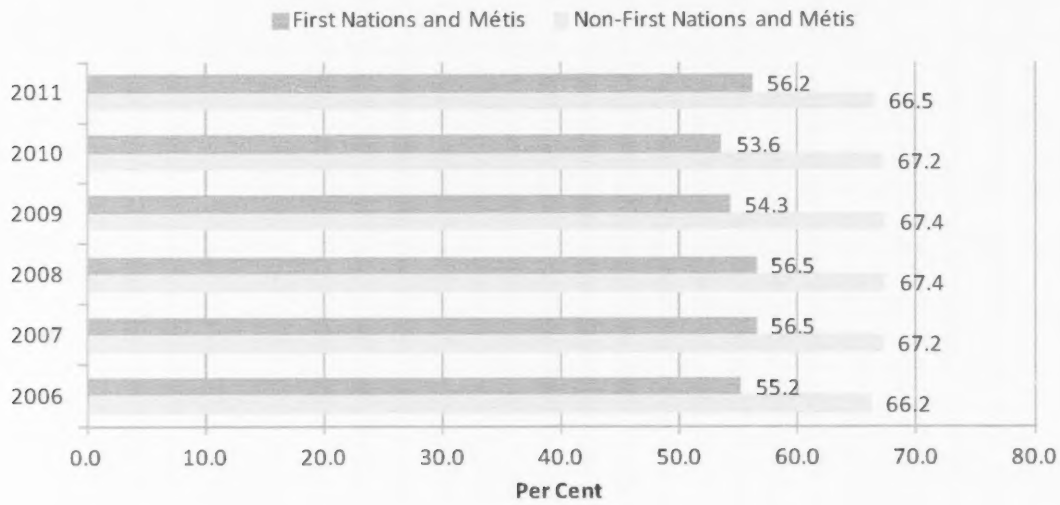
* Includes First Nations University of Canada

# Progress in 2011 - 12

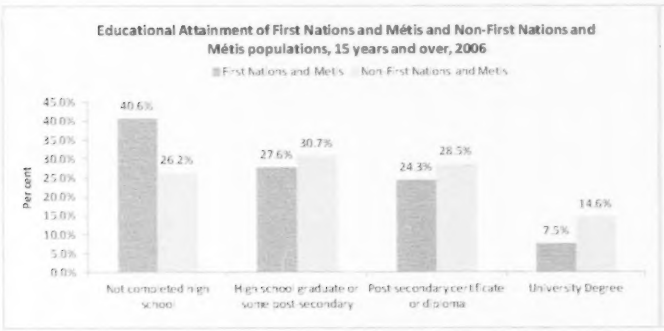
### *Measurement Results*

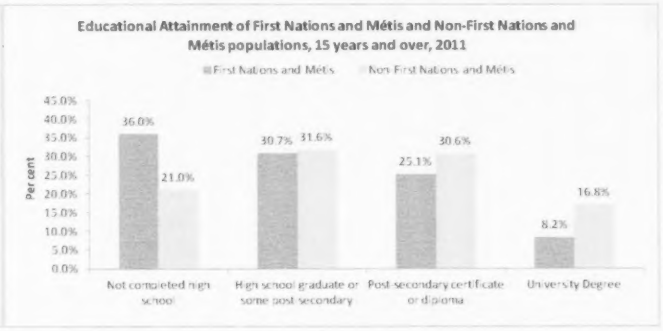
**Employment rate of off-reserve First Nations and Métis and non-First Nations and Métis populations aged 15 years and over and educational attainment of First Nations and Métis and non-First Nations and Métis populations aged 15 years and over.**

**Employment Rate of off-reserve First Nations and Métis and non-First Nations and Métis Populations, 15 years and over**




Source: Statistics Canada, Labour Force Survey
Note: Statistics Canada's Labour Force Survey is the most reliable source of annual Aboriginal labour force characteristics, but includes information for off-reserve First Nations only. The employment and educational attainment rate for the non-Aboriginal population is based on a large sample size and therefore has a higher degree of statistical reliability than that for First Nations and Métis people.




Note: Statistics Canada's Labour Force Survey is the most reliable source of annual Aboriginal labour force characteristics, but includes information for off-reserve First Nations only. The employment and educational attainment rate for the non-Aboriginal population is based on a large sample size and therefore has a higher degree of statistical reliability than that for First Nations and Métis people.

These measures identify the employment and educational attainment rates for Saskatchewan's First Nations and Métis population as compared to the non-First Nations and Métis population. These rates indicate a smaller proportion of First Nations and Métis people are employed and a smaller proportion complete post-secondary education compared to non-First Nations and Métis people. Employment and educational attainment rates are calculated by Statistics Canada's Labour Force Survey (LFS). However, the LFS calculation only includes First Nations individuals living off-reserve and therefore may overestimate the results.

Between 2006 and 2011, there were increases in the educational attainment of both the First Nations and Métis and non-First Nations and Métis populations age 15 years and older at the high school completion and post-secondary levels with a subsequent drop in the per cent of the populations who have not completed high school. With the exception of the gain related to high school graduation and some post-secondary, the gains were consistently higher for the non-First Nations and Métis population. As well, since 2006 the gap related to attainment of post-secondary certificates, diplomas and degrees has widened between the First Nations and Métis and non-First Nations and Métis populations. This gap is likely impacted by the traditionally lower high school graduation rates which limit access to post-secondary education.

Between 2006 and 2011 the gap in employment rates between First Nations and Métis people and non-First Nations and Métis people remained. Lower First Nations and Métis employment rates are most likely linked to lower levels of educational attainment since higher educational attainment is an important factor in gaining and maintaining employment. Given a projected labour force shortfall and continuing economic growth, it is essential that initiatives to support increased levels of educational attainment and increased employment rates for First Nations and Métis people be increased. This includes supports for the young and growing First Nations and Métis population to ensure increasing numbers of youth complete high school, are successful in post-secondary education and enter the workforce.

However, because education levels change slowly over time, data should be analyzed over time.

Government can influence this measure by working with First Nations and Métis communities and partners through initiatives like the Joint Task Force to identify and address the factors impacting the education and employment outcomes for First Nations and Métis people. Initiatives include improving basic skills, establishing links to employment and providing needed supports.

## Ensure a skilled workforce to meet existing and future labour market demand

### Results Reported

In partnership with Enterprise Saskatchewan and the Saskatchewan Chamber of Commerce, launch a joint task force that will oversee and follow up on the recommendations of the Saskatchewan Labour Market Commission's Report.

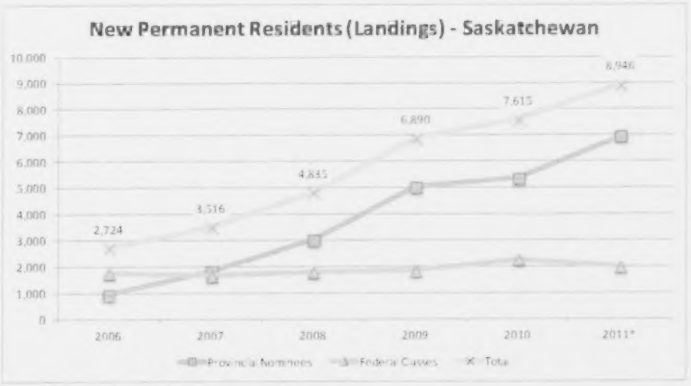
- Held six meetings of the joint task force to discuss priority areas within the provincial labour market. Sub-committees have been established for two priority areas: labour market information and attraction of both interprovincial and international workers to Saskatchewan. The joint task force was consulted on the framework and performance measures for the Saskatchewan Labour Market Strategy.

In partnership with Enterprise Saskatchewan, further develop a Saskatchewan Labour Market Strategy (Minister's Mandate letter).

- Began developing the Labour Market Strategy which is expected to be released in Fall 2012.

Nominate 4,000 immigrants under the Saskatchewan Immigrant Nominee Program (SINP) to meet the labour market needs of employers (Minister's Mandate letter).

- Nominated 4,072 immigrants in 2011-12 to help meet Saskatchewan's labour market needs. These nominations are expected to result in about 11,000-12,000 newcomers arriving in the province over the next 18 months. In 2011-12, the top three source countries for SINP nominees were India, Philippines and China and their top three Saskatchewan destinations were Regina, Saskatoon and Prince Albert.




Source: Citizenship and Immigration Canada - Micro Data, preliminary 2011.
Note: 2011 figures are preliminary and subject to change. Historical figures are periodically updated.

Facilitate the assessment and recognition of international qualifications to support newcomers to use their education, skills and work experience.

- Invested $400,000 in seven projects related to clinical gap training (i.e. training to bridge skills gaps for internationally trained professionals), pre-arrival information, curriculum development, assessment tools and professional orientation. Approximately 245 immigrant professionals took advantage of these projects.
- Continued to collaborate nationally on the implementation of A Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications.
  - Released the first Progress Report in March 2012 which highlighted the establishment of strong partnerships with stakeholders, the development of action plans to promote continuous improvement and the inclusion of promising practices in Canada.
  - Implemented projects with a number of the target occupations which include certified general accountants, engineers, medical laboratory technologists, occupational therapists, physicians and licensed practical nurses.

Continue to support the expansion of training seats for health professionals (Minister's Mandate letter).

- Provided funds to continue the nursing and physician seat expansion. With the addition of 170 registered nursing seats (for a total of 690 registered nursing seats), Government's commitment to add 300 registered nursing seats has been met. As well, the new two-provider nursing model was implemented in September 2011.
- Undergraduate medical seat expansion, increasing the seats from 84 to 100, is on track to be implemented in September 2012.

Educate employers and newcomers to the province about their employment-related rights and responsibilities.

- Delivered six presentations, in conjunction with the Ministry of Labour Relations and Workplace Safety, to immigrants, temporary foreign workers and other stakeholders such as community based organizations. The goals of the presentations were to educate immigrants about their rights and responsibilities; inform them of the role of the Ministries and supports available; and provide information, support and advice to organizations serving immigrants and temporary foreign workers.
- Posted fact sheets in 24 different languages on the Immigration website. The fact sheets include information on worker's rights and responsibilities (e.g., labour standards, minimum wage, workplace health and safety, worker's compensation and human rights).
- Held consultations with immigration stakeholders to inform development of new legislation to protect immigrant applicants and foreign workers during the recruitment and immigration process; 124 immigration stakeholders participated in four consultation sessions and 89 immigration stakeholders participated in an on-line survey.

Support and sustain funding levels for apprenticeship training (Minister's Mandate letter).

- Provided SATCC $19.9 million to support apprenticeship training. It is anticipated that by June 30, 2012, SATCC will have offered an additional 200 technical training opportunities bringing the annual total for the 2011 academic year to 5,900.

Provide training programs to meet the labour market needs of employers across various sectors of the provincial economy, including but not limited to mining, health, child care, construction and oil and gas.

- Provided $12.9 million to public training institutions to deliver 196 skills training programs designed to address labour market needs and to promote the participation of some groups. A total of 2,606 individuals were enrolled in these programs, and 2,166 people completed their programs. In 2010-11, of those who participated in the programs, 38% were youth, 27% were First Nations, 11% were Métis, 3.5% were women in non-traditional trades, 2% were disabled, 1.7% were visible minorities and another 2% were social assistance recipients.
- Funded training for 700 northern learners in the fields of health, literacy, apprenticeship and mining through the Northern Skills Training Budget. The investment of $1.9 million included $360,000 to support the Northern Health Sector Training Sub-committee (NHSTS) to implement the Northern Health Human Resources Strategy. The Subcommittee, which also receives funding from the Ministry of Health, the federal government and Northlands College, supported 193 Northern learners including:
  - 20 students in the practical nursing program;
  - 64 pre-nursing students in the Bachelor of Science – Nursing program;
  - 33 students, representing 24 northern communities, in the mental health and addictions prep course;

- 56 students in home health aide workshops/courses (personal care, dementia and end of life training); and
- 20 learners in health director training sessions.

- Provided $1.2 million to train 129 older workers through the Targeted Initiative for Older Workers program; 127 individuals competed the training and 65 were employed at time of completion.
- Awarded a total of $1.2 million to 16 contracts which provided 348 Workplace Essential Skills Saskatchewan (WESS) training opportunities.
- Allocated $579,000 to five public institutions to deliver Early Childhood Education (ECE) training to over 290 students. This initiative will meet the increased needs of licensed child care centres resulting from the recent increase in the number of licensed child care spaces.

Provide work-readiness and lifeskills programs for those with barriers to employment and to assist individuals in achieving sustainable employment.

- Supported work readiness programs by funding a wide variety of community-based organizations to create 16,494 individual opportunities for people with multiple and complex barriers to employment. Programs and services are intended to address individual barriers and move clients along the career development continuum. Of those who participated in programs and services:
  - 3,862 were social assistance recipients who participated in a work readiness program;
  - 3,916 individuals participated in a program and then became employed or went on to further education or training; and
  - 6,360 individuals are continuing on in programs.
- Provided $10.8 million from the Employability Assistance for Persons with Disabilities program, to provide support for over 3,500 individuals to become employed or participate in education and training. Nearly 1,000 of these people are employed, while another 250 have moved on to further education or training.

Advance the New West Partnership by: implementing full labour mobility for financial sector occupations; and completing a review of provincial regulations and standards with a goal to minimize differences between Saskatchewan, Alberta and British Columbia (Minister's Mandate letter).

- Continued to work with Executive Council, Intergovernmental Affairs, Justice and Attorney General and the Financial Services Commission to achieve full labour mobility in financial sector occupations.
- Came to a consensus decision with Alberta and British Columbia that no changes were required to Private Vocational School regulations and standards. Discussion is underway regarding potential implications for apprenticeship training.

**Additional Results**

- The Canada-Saskatchewan Labour Market Agreement (LMA) signed in February 2008, provides Saskatchewan with approximately $90M over six years to fund labour market programs and supports for eligible individuals. Eligible individuals include those who are unemployed and/or lack basic education or skills. The province funded programs and services that included foundational skills, skills training, workforce development and learner supports. Three and 12 month follow-up surveys of LMA program and service participants, conducted in 2010-11 (latest data available), indicated:
  - Approximately two-thirds of LMA program participants were very satisfied and an additional one-third were somewhat satisfied with their program;

- 88.1% reported feeling very prepared or somewhat prepared to find a job;
- Although less than one per cent of LMA participants reported being employed pre-program, 48.1% of participants indicated they were currently (post-program) employed. Of those who left their program before completion, 27.0% reported being employed; and
- 44.6% of employed respondents who finished their program indicated they were earning more than before they completed their program.

- Career and Employment Services (CES) offices were visited over 510,000 times. Activities carried out at the CES offices included the following :
  - 84,776 job orders were posted on saskjobs.ca – 25,365 were posted by ministry staff and an additional 59,411 job orders were posted directly by employers;
  - 11,146 client career action plans were developed;
  - 11,950 clients participated in orientation, group services, job searches and referrals;
  - 9,124 referrals from Social Services were received; and,
  - Over 1,500 Employment Insurance clients received financial assistance to help them with re-training related costs.
- The following table outlines data for enrolments for the Skills Training Allocation, Adult Basic Education and the Regina and Saskatoon Trades and Skills Centres to the end of the 2010-11 fiscal year. There is a one-year lag in reporting data due to differences in fiscal and academic years. The 2010-11 enrolment decrease in the Skills Training Allocation is primarily the result of the elimination of the Workbased Training for the Unemployed component of the redesigned Skills Training Allocation.

**Program Enrolments and Completion**

| | 2006-07 | | 2007-08 | | 2008-09 | | 2009-10 | | 2010-11 | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Enrol. | Compl. | Enrol. | Compl. | Enrol. | Compl. | Enrol. | Compl. | Enrol. | Compl. |
| JobStart/Future Skills/Skills Training Alliocation[1] | 5,680 | 5,111 | 4,433 | 3,814 | 3,860 | 3,152 | 3,717* | 3,180 | 2,606 | 2,166 |
| Adult Basic Edcation (ABE)[2] | 5,709 | 3,271 | 6,245 | 3,484 | 8,818 | 5,538 | 9,266 | 5,669 | 9,829 | 6,253 |
| Trades and Skills Centres (Regina and Saskatoon)[3] | N/A | N/A | 248 | 191 | 262 | 184 | 349 | 286 | 393 | 318 |

**Data Sources:**

1. JobStart/Future Skills/Skills Training Allocation Follow-up Survey completed by SIAST, the Regional Colleges, Lakeland College, SIIT and DTI 60 to 90 days after completion of every program and project submitted to AEEI.
2. Adult Basic Education Follow-up Survey completed annually by SIAST, the Regional Colleges, DTI and SIIT and submitted to AEEI.
3. Trades and Skills Centre Follow-up Survey completed monthly by both Regina and Saskatoon Trades and Skills Centres.

* This figure consists of: IQRT (Institutional Quick Response Training) 2,454 full -time students, 722 part-time students. WBT (Workbased Training for the Unemployed); 541 trainees from April 1, 2009 to October, 2009.

### *Measurement Results*

## Labour Force Attachment by Credential

| Employment Rate (%) by Education Level, Population Aged 15 Years and Over, Saskatchewan, 2006 to 2011 | | | | | | |
|---|---|---|---|---|---|---|
| Education level | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 |
| Total, all education levels | 65.6 | 66.6 | 66.8 | 66.7 | 66.3 | 65.7 |
| Not completed high school | 42.3 | 43.3 | 42.5 | 40.7 | 40.3 | 40.2 |
| High school graduate | 73.6 | 74.3 | 73.1 | 72.5 | 71.9 | 70.2 |
| Some post-secondary | 68.3 | 69.7 | 70.0 | 69.1 | 67.9 | 67.0 |
| Post-secondary certificate or diploma | 73.6 | 73.9 | 75.5 | 75.0 | 74.4 | 74.1 |
| University degree | 80.1 | 80.9 | 79.3 | 80.9 | 79.6 | 78.4 |

Source: Statistics Canada, Labour Force Survey

This indicator reflects the critical importance of educational attainment and its relationship to employment by measuring the employment rate of the population over the age of 15 years by level of education. In general, individuals with a post-secondary certificate or diploma or a university degree have higher rates of employment than high school graduates and significantly higher rates of employment than individuals who have not completed high school. In 2011, over 78% of individuals with a university degree and over 74% of individuals with a post-secondary certificate or diploma were employed compared to just over 40% of those who had not completed high school.

Studies show that individuals with higher levels of educational attainment are more likely to have higher wages, higher rates of employment, shorter periods of unemployment and better health outcomes. Education is also a key component of productivity growth, which in turn results in a higher standard of living, and supports the Government goal of growth and opportunity. Although levels of educational attainment change slowly, it is critical that these levels continue to increase for Saskatchewan to maintain a skilled and knowledgeable labour force.

Government can influence this measure by promoting transition to post-secondary education and to employment and supporting successful attainment of post-secondary knowledge and skills. Elements of an effective post-secondary system include accessible, high-quality programs and services, an array of support services (financial and non-financial) and strategies for successful labour force attachment.

**Support an excellent, innovative, accountable and accessible advanced education system that is responsive to learners' need and contributes to an innovative economy**

**Results Reported**

Support research and innovation by continuing to financially support activities such as the International Vaccine Centre (InterVac), Canadian Light Source (CLS), the Canada Excellence Research Chair (CERC) in Water Security and the Innovation and Science Fund (ISF).

- Provided $2.6 million to CLS.
- Provided $3.5 million to the Vaccine and Infectious Disease Organization (VIDO).
- Provided $500,000 for the CERC in Water Security.
- Provided $11.5 million to researchers at the U of R and U of S, including $5.5 million for InterVac through the Innovation and Science Fund.
- Committed an additional $2.8 million to InterVac for start-up and commissioning costs. Commissioning has been completed and start-up is scheduled for Spring 2012.

In partnership with industry and northern communities, support establishment of the International Centre for Northern Governance and Development to educate students, conduct research, and build capacity in northern governance and development.

- Provided $1.0 million to the University of Saskatchewan for the Centre. This investment leveraged:
  - $1.0 million over 5 years from Cameco;
  - $50,000 from the Mitacs-Accelerate program which allows graduate students and post-doctoral fellows to participate in applied research and development internships; and
  - Matching funding from local First Nations bands for a student undergradate program.

Follow-up on recommendations from the 2010 review of the Regional College system.

- Developed a short-term work plan which addresses 13 recommendations identified in the Ministry response as short term priorities and articulates key actions to be completed by December 2012.
- Completed several key tasks with respect to the recommendations including: establishing work plans for addressing the recommendations; making enhancements to the Skills Training Manual; establishing definitions for full-time learner equivalent (FLE); releasing the on-reserve ABE Review Report; developing an options paper for moving funds between program streams; and creating an inventory of existing accountability and governance practices within the regional colleges, SIAST and SATCC. Several other tasks are underway including developing a Governance Development and Certification Program and enhancing the Skills Training Allocation and ABE Records Project.

Begin a process of public engagement and consultation on the subject of expanding degree-granting status to in-province post-secondary institutions beyond the universities of Saskatchewan and Regina.

- Completed public consultations which generated the report, *Expansion of Degree-Granting Status in the Province of Saskatchewan: Report of Consultations and Recommendations*, prepared by Higher Education Strategy Associates. AEEI provided a response to the public consultation report in December 2011.
- Held consultations with senior officials across the post-secondary education sector on the introduction of *The Degree Authorization Act*.

- Introduced *The Degree Authorization Act* in the Legislature on December 12, 2011. The Act received Royal Assent on May 16, 2012. The legislation will come into effect on proclamation, which is expected to be in the Fall of 2012.

- Developed regulations and policies to support *The Degree Authorization Act.* Public consultations planned for June 2012 will consider the following:

  - A report from the Governance Advisory Panel (GAP), which was submitted to AEEI in mid-March 2012, recommended a quality assurance governance model-of-choice for Saskatchewan. The Panel provided advice on governance of the Quality Assurance board, including the proposed size, structure, role and composition of the board. The Ministry's response to the Panel's report is expected to be released by summer 2012.

  - A report on use of the term 'university'.

- Conducted case studies with SIAST and Briercrest College and Seminary to inform the development of a new quality assurance review process as set out in *The Degree Authorization Act.* Organizational reviews with both institutions were completed in December 2011 and an Interim Quality Assurance Board (IQAB) was established in January 2012 to consider the findings of the case studies.

Support post-secondary infrastructure by providing funding to: continue construction of the Health Sciences Centre; fulfill funding obligations related to the construction of InterVac; develop design and construction plans for a new Southeast Regional College Weyburn campus facility; and purchase equipment, repair and maintain post-secondary institution facilities.

- Provided, at year end 2010-11, $80.0 million for the following 2011-12 infrastructure needs:

  - $5.4 million for sustaining capital loan repayments;

  - $50.0 million for the Health Sciences Centre project at University of Saskatchewan (U of S);

  - $5.7 million for the International Vaccine Centre project at the U of S, fulfilling government's capital commitment;

  - $1.6 million for design of the Weyburn Campus project for the Southeast Regional College; and

  - $17.3 million to support deferred maintenance and equipment renewal at all post-secondary institutions.

Provide funding to SIAST to assist in delivery of its Aboriginal Student Success Strategy to increase Aboriginal enrolment in underrepresented programs, to improve retention of students and to increase the Aboriginal completion rate.

- Provided SIAST $600,000 to begin implementation of this strategy. As a result, SIAST has:

  - Hired six Aboriginal student advisors deployed at Kelsey, Palliser and Woodland campuses. These advisors have assisted over 200 Aboriginal students enrolled in 62 programs by providing interventions, supports and referrals designed to enhance students' abilities to complete their programs and graduate.

  - Provided settlement and transition non-monetary supports (i.e. finding housing, child care, etc.) for students moving to Saskatoon and Prince Albert in advance of the school year.

  - Established an external Aboriginal Advisory Committee to create formal links between SIAST and Aboriginal communities.

Maintain tuition affordability for learners by limiting the average tuition increase to about three per cent.

- Provided $24.6 million to limit tuition increases. SIAST limited its tuition increase to 3.4% ($120 average increase) while the U of R and U of S limited their tuition fee increases to 3% (for a first-year Arts student this would be a $144 and $165 average increase respectively).

Support eligible learners with financial needs to participate and be successful in advanced education.

- Provided financial assistance to 12,987 students through the Canada-Saskatchewan Integrated Student Loans Program.
  - The amount of Saskatchewan assistance provided was $51,886,208 ($18,656,224 repayable, $33,229,984 non-repayable).
  - Participation in the student loan program increased by 8 per cent compared to the previous year. While some of the growth may be attributed to the enhancements that were implemented on August 1, 2010, increases in enrolment at Saskatchewan post-secondary institutions may have also contributed to the increased uptake in the program.
- Paid $27 million in Provincial Training Allowance allocations to provide income-support for 4,678 people taking basic education and short skills courses designed to help them move into employment or post-secondary education.
- Provided $2 million for scholarships for 1,803 learners through the Centennial Merit Scholarship matching program.
- Awarded $200,000 in scholarships including the Queen Elizabeth II Scholarship, Queen Elizabeth II Centennial Aboriginal Scholarship and D.R. Simmons Memorial Scholarship.
- Awarded $120,000 to 24 recipients of the Scholarship of Honour.

Implemented the Saskatchewan Innovation and Opportunity Scholarship which is matched by funds raised by post-secondary institutions, the private sector and community-based partners. It is targeted at students in new and emerging areas of study or fields of study where innovative work is being done. Program guidelines have been developed and distributed to educational institutions and $3.0 million in government matching funds have been disbursed to educational institutions to be awarded to students.

Work with post-secondary institutions and employers to implement an experiential learning model which includes the creation of additional co-op and applied learning opportunities (Minister's Mandate letter).

- Deferred work on this initiative until 2012-13. The Ministry continues to support the Mitacs-Accelerate program which provides graduate students and post-doctoral fellows with opportunities to participate in applied research and development internships at the University of Saskatchewan and University of Regina.

**Additional Results**

The following table outlines data for post-secondary enrolments to the end of the 2010-11 fiscal year. There is a one-year lag in reporting data due to differences in fiscal and academic years.

| Post-Secondary Enrolment | | | | | |
|---|---|---|---|---|---|
| | **2006-07** | **2007-08** | **2008-09** | **2009-10** | **2010-11** |
| Regional Colleges[1] | 19,528 | 20,182 | 20,690 | 17,846 | 19,482 |
| Universities[2] | 31,900 | 31,550 | 31,124 | 32,028 | 32,384 |
| SIAST[3] | 7,847 | 8,241 | 7,987 | 8,106 | 7,937 |
| Apprentices[4] | 8,323 | 9,632 | 10,957 | 11,716 | 12,041 |
| SIIT[5] | 1,623 | 1,926 | 2,191 | 2,229 | 2,426 |
| Private Vocational Schools (Total)[6] | 2,548 | 2,179 | 1,613 | 2,039 | 1,973 |

**Notes**:

1. This figure is total number of participants attending any program at a regional college, not including Basic Education.
2. U of R: 12,458; U of S: 19,926.
3. SIAST's enrolments are reported as full-load equivalents (FLEs) and include certificate/ diploma programs, course registrations and Future Skills enrolments. SIAST's 2009-10 and 2010-11 enrolments are calculated based on a new FLE model, and should not be compared to the FLE's from 2005-06 to 2008-09.
4. Apprentice enrolments include all registered apprentices who received services during the year.
5. Includes Certificates/Diplomas and Basic Education, all reported as full-time.
6. Enrolment statistics are no longer collected for Category II schools. As a result, figures from 2008-09 onwards are not comparable to previous years. There are two categories of registered Private Vocational Schools (PVS). A Category I school delivers vocational training to fee-paying students. A Category II school delivers vocational training that is contracted for by a sponsor and not by the students enrolled in the school. Currently, there are 29 Category I and 13 Category II schools registered with the Ministry.

**Data Sources:**

- University of Regina (U of R) Fact Book data: Fingertip Statistics Report, http://www.uregina.ca/orp/FactBookReports/repFingertip10_11Fall.pdf
- University of Saskatchewan (U of S) Student Information System: October Snapshot Data for Regular Session, 2011-12. http://www.usask.ca/isa/statistics/summary_pdfs/Statistical_summary_Feb_2009.pdf
- SIAST Census Student Statistics for Academic Years 2005-06 to 2010-11 Annual Report Addendum http://www.gosiast.com/about/reports_statistics/student_statistics.shtml
- Saskatchewan Apprenticeship and Trade Annual Reports, 2005-06 to 2010-11 http://www.saskapprenticeship.ca/PUBLICATION/Annual_Report/
- Private Vocational Schools Student Statistics 2006-07 to 2010-11

University enrolments declined slightly between 2006 and 2009 which may be attributable to demographics, labour market influences and competition among post-secondary institutions. The small enrolment increases in 2009-10 and 2010-11 are likely influenced by increased university recruitment efforts and the increasing Saskatchewan population.

While Regional College enrolments are essentially flat over the last five years, there are some slight, year-over-year changes which are primarily the result of changes in the number of credit and non-credit industry programs.

The increase in SIIT overall enrolments is attributed in part to provincial funding for operations introduced in 2007-08, as well as the Province's formal recognition of SIIT as a credit-granting institution. The operating funding allowed SIIT to increase programming capacity, which, increased enrolments.

SIAST enrolments for its certificate/diploma programs, course registrations and Future Skills (formerly Job Start/ Future Skills) programs have remained essentially flat over the last five years. However, the increases in enrolments in apprenticeship, basic education programs and continuing education programs have increased the total number of enrolments.

Apprenticeship enrolments have increased as a result of increased government financial investment, a strong labour market, more employers engaging and/or re-engaging in the apprenticeship and trade certification system and the successful Saskatchewan Youth Apprenticeship (SYA) Program.

The table below outlines final data for post-secondary graduates/completers to the end of the 2009-10 fiscal year. There is a one year lag in reporting final data due to differences in fiscal and academic years. Changes in the number of graduates typically follow changes in enrolments (see table above). It appears that graduation rates (the number of graduates as a proportion of enrolments) at Saskatchewan post-secondary institutions remained relatively flat between 2006-07 and 2010-11. The only exception is the graduation rate at SIIT, where the number of graduates as a proportion of enrolments has increased.

| **Graduates/Completers by Type of Credential** | | | | | |
|---|---|---|---|---|---|
| | **2006-07** | **2007-08** | **2008-09** | **2009-10** | **2010-11** |
| University Degrees Total<br>U of R<br>U of S | 5,717 | 5,671 | 5,780 | 5,670<br><br>1,939<br>3,731 | 5,689<br><br>1,887<br>3,802 |
| University Non Degree Certificates, Diplomas Total<br>U of R<br>U of S | 507 | 455 | 462 | 483<br><br>322<br>161 | 618<br><br>352<br>266 |
| SIAST Certificate/ Diploma | 3,714 | 3,637 | 3,770 | 3,668 | 3,792 |
| SIIT Certificate/Diploma | 619 | 930 | 1,051 | 1,459 | 1,576 |
| Journeyperson/ Proficiency Certificates Issued | 1,151 | 1,150 | 1,235 | 1,258 | 1,576 |
| Private Vocational Schools (Total) | 1,212 | 990 | 887 | 977 | 1,02 |

**Data Sources:**

- University of Regina (U of R): U of R FactBook, report Convocants at U of R as of Oct. 14/11 – 2005 – 2011 (http://www.uregina.ca/orp/FactBookReports/Conv_Summary_2005_2011.pdf ). U of R Convocation: Fall '10 (408) and Spring '11 (1,479) Degrees, Total: 1,887; Fall '10 (117) and Spring '11 (235) Non-Degrees, Total: 352.
- University of Saskatchewan (U of S): http://www.usask.ca/isa/statistics/students/qualifications.php Fall 2010: Degree: 882, non-degree: 25, and Spring 2011: Degree: 2,920, non-degree: 241; Total 10-11 Degree: 3,802, non-degree:266.
- SIAST Census Student Statistics for Academic Years 2005-06 to 2010-11 Annual Report Addendum http://www.gosiast.com/about/reports_statistics/student_statistics.shtml
- Saskatchewan Apprenticeship and Trade Annual Reports, 2005-06 to 2010-11 http://www.saskapprenticeship.ca/PUBLICATION/Annual_Report/
- Private Vocational Schools Student Statistics 2006-07 to 2010-11

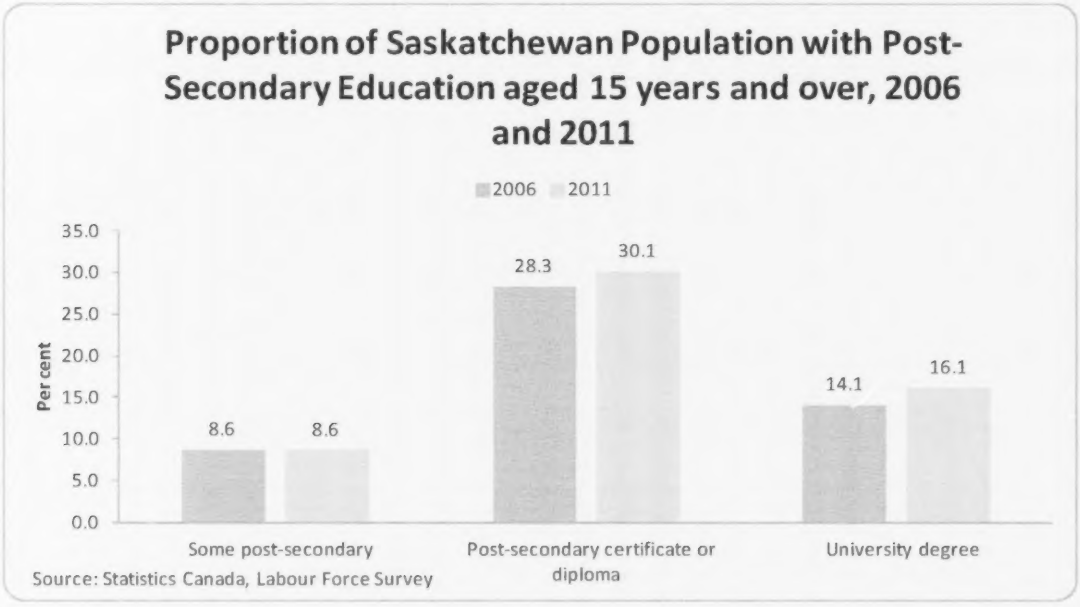
| Tuition Levels | | | | | |
|---|---|---|---|---|---|
| **Institution** | **2007-08** | **2008-09** | **2009-10** | **2010-11** | **2011-12** |
| SIAST – Two-year Diploma Program[1] | $3,026 | $3,147 | $3,336 | $3,540 | $3,660 |
| SIIT Certificate/Diploma[2] | N/A | $2,200-4,300 | $2,200-4,515 | $2,265-5,500[3] | $2,400-5,500[3] |
| PVS: Category[4] | $7,075 | $6,687 | $7,439 | $6,984 | Unavailable |
| University – Undergraduate[5] | $5,015 | $5,015 | $5,173 | $5,431 | $5,601 |

**Notes**:

1. SIAST's tuition is determined by multiplying the per credit unit charge for an average 60 credit unit program that is typically delivered over a 30 week timeframe.
2. Averages for SIIT are not valid because of wide variations in program levels, costs and enrolment fluctuations across programs.
3. Significant increase in highest SIIT tuition fee level is due to the $5,500 fee for the Aircraft Maintenance Engineering program introduced in fall 2010, as well as higher cost trades and industrial programs.
4. There are two categories of registered Private Vocational Schools (PVS). A Category I school delivers vocational training to fee-paying students. A Category II school delivers vocational training that is contracted for by a sponsor and not by the students enrolled in the school. Currently, there are 29 Category I and 13 Category II schools registered with the Ministry. Tuition levels fluctuate for Category I schools depending on new schools opening or school closures as well as the programs offered by the school each year and changes in tuition charged.
5. University tuition levels are calculations conducted by Statistics Canada.

***Measurement Results***

**Post-secondary Educational Attainment of Total Population aged 15 years and over**




Data from Statistics Canada's Labour Force Survey indicates that the educational attainment of Saskatchewan's population has risen between 2006 and 2011. The proportion of individuals with some post-secondary education has remained the same, while those completing a post-secondary certificate or diploma or a university degree have increased.

Although levels of educational attainment change slowly, it is critical that these levels continue to increase to support Saskatchewan's economic growth.

Government can influence this measure by supporting an educational system that promotes transition to post-secondary education and supports successful attainment of post-secondary knowledge, skills and credentials. Elements of an effective post-secondary system include accessible, high-quality programs and services, an array of support services (financial and non-financial) and strategies for successful labour force attachment.

## Support increased attraction and retention of newcomers to Saskatchewan

### Results Reported

Continue implementation of the Immigration Strategy including the following new settlement programs (2008 Throne Speech): "About Saskatchewan" orientation series; distance delivery for some language programs; the development of Collaborative Learning Communities to bring together settlement service providers for training and to share knowledge; and assist newcomers in achieving positive settlement outcomes.

- Developed 18 fact sheets containing settlement information. These fact sheets are available in 24 languages on the Immigration website.
- Consulted stakeholders to determine what pre-arrival information is helpful to newcomers and used this information to shape the direction of the "About Saskatchewan" orientation series.
- Provided funding to the City of Regina and the City of Saskatoon to support enhancements to online information available to immigrants through their municipal websites.
- Collaborated with the Canadian Immigration Integration Project (CIIP), which resulted in the development of a presentation and planning documents to assist overseas immigrants with their pre-arrival preparations.
- Delivered an English Pronunciation Improvement Course (EPIC) pilot project. This is a self-directed on-line course designed to assist immigrants to improve their pronunciation. The results of the pilot project are being evaluated.
- Held the Saskatchewan Association of Immigrant Settlement and Integration Agencies (SAISIA) Conference 2011 with 155 government and service provider representatives. The conference focused on networking, learning about current initiatives and best practices in the delivery of settlement services to immigrants including needs assessment, intercultural communication and outcomes based program performance measurement.
- Facilitated access to information, resources and settlement services (e.g., appointments for language assessment and settlement advisor services) through the Regional Newcomer Gateways.

Further develop the International Education Strategy (Minister's Mandate letter).

- Signed agreements with the Government of Jilin, China, on professional/academic exchanges to support long-standing relations.
- Entered into a Memorandum of Understanding with Shastri Indo-Canadian Institute to advance academic relationships between Saskatchewan and India.
- Established a sub-committee of the provincial Saskatchewan International Education Council (IEC) to develop an international education strategy for India. The focus of the strategy is to build partnerships with educational institutions in India and increase the number of Indian students studying in Saskatchewan.
- Supported recruitment efforts during the National Association of Foreign Student Advisers (NAFSA) Annual Conference and Expo as well as with the WestCan Provinces International Education group in the United Kingdom. Established in 2007, WestCan is a voluntary organization of Government representatives from British Columbia, Alberta, Saskatchewan and Manitoba.

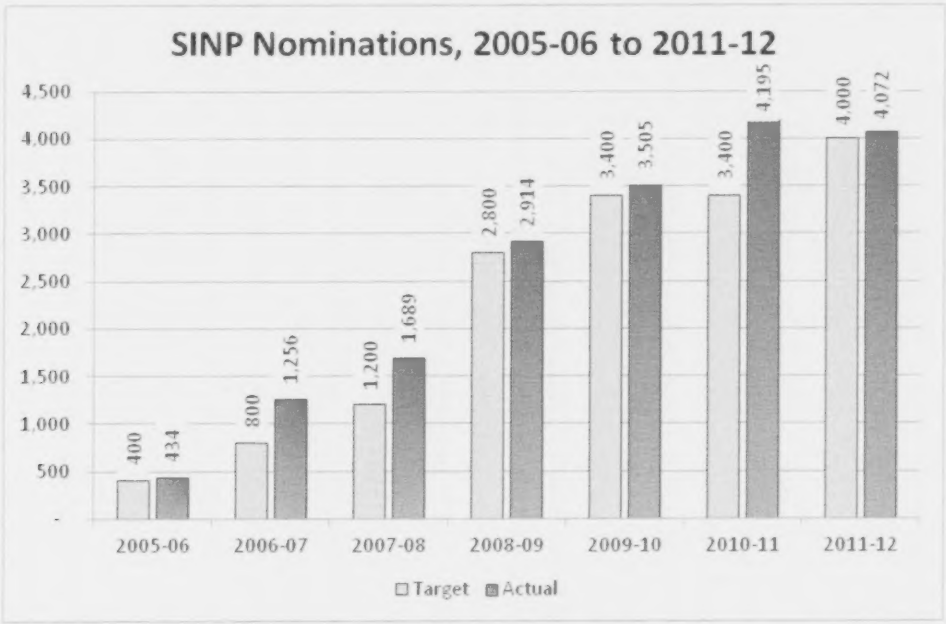
**Additional Results:**

- In March 2012, the Ministry supported 27 employers on a labour recruitment mission to Ireland that resulted in more than 280 high skill job offers.

- Held an immigration research network event in September 2011 in collaboration with Saskatchewan Chamber of Commerce. The event was intended to further a research agenda in support of programs and policies that ensure the province attracts and retains immigrant workers in a sustainable manner.
- Supported Assemblée Communautaire Fransaskoise recruitment of francophone immigrants at Destination Canada (France and Belgium) and in Mauritius.
- Invested approximately $900,000 in the Settlement Advisor Program. Settlement advisors, working out of 19 service provider organizations throughout Saskatchewan, served 7,100 clients providing one-on-one advice about living and settling in Saskatchewan (e.g. locations of essential services such as hospitals and schools, information about cultural norms, etc.) to newcomers requiring assistance through the settlement process.
- Delivered the Enhanced Language Training (ELT) program to 150 immigrants.
- Supported the delivery of Stage 1 English programs to 620 newcomers through contracts valued at $446,208 with Cumberland, Carlton Trail, Great Plains, Northwest, Parkland and Southeast Regional Colleges or at their satellite sites in neighbouring communities.
- Evaluated Stage 1 English programming delivered in Regina and Saskatoon. The evaluation report indicated high learner satisfaction with the program. Nearly all (90%) learners indicated they were satisfied with the program. While nearly all learners (89%) agreed their English has improved, 79% agreed they are more comfortable conversing in English after the class and 94% agreed they feel a greater sense of belonging to Saskatchewan. However, 24% indicated they did not reach their own goals for the program.

***Measurement Results:***

**Number of Saskatchewan Immigrant Nominee Program Nominees**




Source: Advanced Education, Employment and Immigration

This measure illustrates the level of activity in the Saskatchewan Immigrant Nominee Program (SINP) from 2005-06 to 2011-12. The SINP attracts skilled workers, entrepreneurs and their families by linking them with employment and economic development opportunities in order to support the Government goal of growth and opportunity. The increase in SINP nominations since 2005-06 is due in part to strong labour market demand, the expansion of SINP categories and increased use of the SINP by Saskatchewan employers.

Until 2010, Saskatchewan and other provinces/territories could set their own nomination targets. Since 2010, Saskatchewan has been given an allocation of 4,000 nominations annually by the federal government. The SINP nominated 4,072 individuals in 2011-12 as additional nominations (72) were transferred to the SINP from jurisdictions that did not meet their federal nomination allocation. Once family members are considered, Saskatchewan expects between 11,000 to 12,000 immigrants to move to the province over the next 18 months. SINP data is collected by the Ministry.

There are multiple factors that influence the number of applications and subsequent nominations under the SINP, which impact the provincial immigration rates. These factors include availability of jobs, size of the immigrant cultural group, awareness of the SINP and employer recruitment efforts. In addition, the policy direction and priorities of the federal government affect this measure as the federal government establishes nomination levels for all provincial nominee programs. Currently, employer demand well exceeds the 4,000 nominations that Saskatchewan has been allocated by the federal government. Work with federal/provincial/territorial governments is underway to base the level of economic immigration to Canada on a new methodology.

## The Ministry of Advanced Education, Employment and Immigration supports Government's goals to keep Government's promises and fulfill the commitments of the election, operating with integrity and transparency, accountable to the people of Saskatchewan.

### Improve the effectiveness and efficiency of the Ministry's programs, services and systems to ensure the best use of public funds

Continue to work with public post-secondary institutions to expand the range and utilization of education data collected and shared between the Ministry, institutions and Statistics Canada in order to enhance reporting and accountability.

- Contracted a consultant to summarize all publicly available data from institutions as well as data collected by AEEI. AEEI received the report on October 31, 2011. The findings will help to inform work on the development of a new Accountability Framework for the post-secondary sector.

Begin implementation of the Labour Market Agreement Evaluation.

- Initiated the evaluation which is on target for completion in 2012-13 as required under the Agreement.

Evaluate the success of the Saskatchewan Immigrant Nominee Program (SINP) to build upon its strengths.

- Initiated the evaluation with the final report expected in late summer 2012.

Continue activities to support Public Service Renewal and promote organizational excellence by: developing and implementing a core review of programs and services; finalizing and implementing results of the Ministry's organizational review; continuing implementation of Lean methodology and embedding it into the organizational culture of the Ministry; and focusing on citizen-centered delivery of programs and services.

- Continued to define and develop a shared understanding of the Ministry's core programs and services.
- Completed a high level organizational re-design for the Ministry including staff re-assignments.
- 95% of all in-scope and out-of-scope Managers and Supervisors attended the "Lean Manager/Supervisor Orientation Sessions".
- Continued to provide Rapid Response services; 38 employers received services during 2011-12.

# 2011 - 12 Financial Overview

The 2011-12 revised expense budget for the Ministry of Advanced Education, Employment and Immigration was $855.9 million. Special Warrant funding subsequently increased the approved spending for 2011-12 to $864.3 million.

In 2011-12, the Ministry of AEEI had expenses of $859.2 million, which is $5.1 million lower than the revised expense budget of $864.3 million and $3.3 million higher than the Budget Estimate.

Approximately 95 per cent of total Ministry expenditures are transferred to third parties or individuals.

The 2011-12 full-time equivalent (FTE) budget allocation for the Ministry was 413.8. AEEI utilized 402.2 FTEs plus 8.5 FTEs for students, for total usage of 410.7.

### Financial Summary for 2011-12

| For the Year Ended March 31 | (in thousands of dollars) | | | | |
|---|---|---|---|---|---|
| **Program** | **2010 - 11 Actual** | **2011 - 12 Budget** | **2011 - 12 Actual** | **2011 - 12 Budget to Actual** | |
| **Central Management and Services** | **$18,103** | **$19,198** | **$17,840** | **($1,358)** | 1 |
| **Student Services** | **98,464** | **101,748** | **110,496** | **8,748** | 2 |
| **Post-Secondary Education** | **687,739** | **609,950** | **609,955** | **5** | |
| **Immigration** | **11,923** | **14,661** | **12,130** | **(2,531)** | 3 |
| **Labour Force Development** | **103,078** | **108,522** | **107,111** | **(1,411)** | 4 |
| **Capital Asset Acquisition** | **2,328** | **-** | **-** | **-** | |
| **Total Appropriation** | **$921,635** | **$854,079** | **$857,532** | **$3,453** | |
| Capital Asset Acquisitions | ($2,823) | - | ($10) | ($10) | |
| Capital Asset Amortization | 2,280 | 1,826 | 1,677 | (149) | |
| **Total Expense** | **$921,092** | **$855,905** | **$859,199** | **$3,294** | |

* Excludes Special Warrant funding of $8.4 million

### Notes

1. Central Services - under expended primairily due to lower-than-anticipated expenditures on information technology and systems development.
2. Student Support Programs - over expended due to higher demand for the student loan program ($8.4 million) and the Graduate Retention Program ($3.4 million). This was partly offset by lower-than-anticipated spending on the Provincial Training Allowance ($2.5 million) and the Skills Training Benefit ($0.5 million).
3. Immigration - spending on settlement services was lower than expected due to a lack of capacity in the service delivery system.
4. Labour Force Development - under expended primarily due to various administrative savings and under-utilization of the Work Readiness - Employment Development program due to changing labour market conditions.

## Summary of Expenditures

The following table outlines information on actual and budgeted expenditures by subvote and subprogram. Variance explanations are provided for all variances that are approximately $1.0 million or greater.

| For the Year Ended March 31 | (in thousands of dollars) | | | |
|---|---|---|---|---|
| **Subvote/Subprogram** | **Estimates** | **Actual Expenditures** | **Variance Over/(Under)** | |
| **Central Management and Services** | | | | |
| Minister's Salary | $45 | $45 | - | |
| Executive Management | 1,522 | 1,761 | $239 | |
| Central Services | 11,920 | 10,763 | (1,157) | 1 |
| Accommodation Services | 5,711 | 5,271 | (440) | |
| **Subvote Total** | **$19,198** | **$17,840** | **($1,358)** | |
| **Student Services** | | | | |
| Operational Support | $3,917 | $3,459 | ($458) | |
| Saskatchewan Student Aid Fund | 31,755 | 40,186 | 8,431 | 2 |
| Provincial Training Allowance | 29,193 | 26,687 | (2,506) | 3 |
| Skills Training Benefit | 8,657 | 8,149 | (508) | |
| Apprenticeship Training Allowance | 2,126 | 2,564 | 438 | |
| Graduate Retention Program | 23,100 | 26,451 | 3,351 | 4 |
| Saskatchewan Scholarship Fund | 3,000 | 3,000 | - | |
| **Subvote Total** | **$101,748** | **$110,496** | **$8,748** | |
| **Post-Secondary Education** | | | | |
| Operational Support | $3,440 | $3,061 | ($379) | |
| Universities, Federated and Affiliated Colleges | 419,855 | 419,441 | (414) | |
| Technical Institutes | 142,727 | 143,515 | 788 | |
| Regional Colleges | 26,318 | 26,318 | - | |
| Post-Secondary Capital Transfers | - | 10 | 10 | |
| Innovation and Science Fund | 11,510 | 11,510 | - | |
| Science and Techonoly Research | 6,100 | 6,100 | - | |
| **Subvote Total** | **$609,950** | **$609,955** | **$5** | |
| **Immigration** | **$14,661** | **$12,130** | **($2,531)** | 5 |

| For the Year Ended March 31 | (in thousands of dollars) | | |
|---|---|---|---|
| **Subvote/Subprogram** | **Estimates** | **Actual Expenditures** | **Variance Over/(Under)** |
| **Labour Force Development** | | | |
| Operational Support | $12,983 | $12,081 | ($902) |
| Work Readiness - Youth and Adult Skills Training | 21,241 | 21,290 | 49 |
| Work Readiness - Basic Education | 21,428 | 21,422 | (6) |
| Work Readiness - Employment Development | 22,350 | 21,648 | (702) |
| Apprenticeship and Trade Certification Commission | 19,682 | 19,852 | 170 |
| Employability Assistance for People with Disabilities | 10,838 | 10,818 | (20) |
| **Subvote Total** | **$108,522** | **$107,111** | **($1,411)** |
| **Capital Asset Acquisition** | - | - | - |
| **Subtotal** | **$854,079** | **$587,532** | **$3,453** |
| Supplementary Estimates | - | - | - |
| Special Warrant | 8,431 | - | (8,431) |
| **Total Advanced Education, Employment and Immigration Appropriation** | **$862,510** | **$857,532** | **($4,978)** |
| **Capital Asset Acquisitions** | - | **($10)** | **($10)** |
| **Capital Asset Amortization** | **$1,826** | **$1,677** | **($149)** |
| **Changes to Prepaid Expenses** | - | - | - |
| **Total Advanced Education, Employment and Immigration Expense** | **$864,336** | **$859,199** | **($5,137)** |

**Supplementary Estimates/Special Warrants**

A Special Warrant of $8.4 million was approved to support additional costs associated with an increase in the demand for student financial assistance.

**Explanation for Major Variances**

1. Central Services was under expended primarily as a result of lower-than-anticipated expenditures on information technology and systems development, and on administration expenditures associated with the Labour Market Agreement (LMA).
2. Saskatchewan Student Aid Fund was over expended by $8.4 million to support additional costs associated with an increase in the demand for student financial assistance. A Special Warrant was approved to offset these additional expenditures.
3. Provincial Training Allowance was under expended by $2.5 million as the result of lower-than-anticipated program utilization.
4. Graduate Retention Program was over expended by $3.4 million due to higher client demand.
5. Expenditures relating to immigration settlement services were lower than expected due to a lack of capacity in the service delivery system.

## Summary of Revenues

The majority of revenue for the Ministry is directly tied to agreements with the federal government, which are based on eligible expenditures. The Ministry also collects other miscellaneous fees (e.g., General Equivalency Diploma exam fees, Entrepreneur Immigrant Application fees, etc.).

For 2011-12, actual revenue was $70.2 million, which is $4.3 million lower than the Budget of $74.5 million. The primary reason for this decrease is that $4.5 million in federal recoveries were not received as outlined below. Variance explanations are provided for all variances that are greater than $100,000.

| For the Year Ended March 31 | (in thousands of dollars) | | | |
|---|---|---|---|---|
| **Revenue Category** | **Budget** | **Actual Revenue** | **Variance Over/(Under)** | |
| **Privileges, Licenses and Permits** | | | | |
| Property and Building Rentals | $97 | $103 | $6 | |
| Examination Fees | 55 | 54 | (1) | |
| **Subtotal** | **$152** | **$157** | **$5** | |
| **Sales, Services and Service Fees** | | | | |
| Other Miscellaneous Services | $13 | $9 | ($4) | |
| Other Registration Fees | 320 | 724 | 404 | 1 |
| Charges for Personal Mileage | 1 | - | (1) | |
| **Subtotal** | **$334** | **$733** | **$399** | |
| **Receipts from Other Governments** | | | | |
| Federal-Provincial Cost Sharing Programs | $65,625 | $61,152 | ($4,473) | 2 |
| Employability Assistance | 5,824 | 6,331 | 507 | 3 |
| **Subtotal** | **$71,449** | **$67,483** | **($3,966)** | |
| **Other Revenue** | | | | |
| Casual Revenue | $1,540 | $494 | ($1,046) | 4 |
| Refund of Previous Year Expenditures | 1,035 | 1,306 | 271 | 5 |
| **Subtotal** | **$2,575** | **$1,800** | **($775)** | |
| **TOTAL REVENUE** | **$74,510** | **$70,173** | **($4,337)** | |

**Explanations of Major Variances**

1. Collected greater-than-anticipated fees, particularly Entrepreneur Immigrant Fees.
2. Lower-than-budgeted recoveries from federal cost sharing programs of $4.5 million due to:
   - Labour Market Agreement - $1 million associated with changes to Saskatchewan's 2010-11 share of labour market development stimulus funding.
   - First Nations and Metis Education and Employment Strategy - the Government of Canada withdrew from the initiative after the budget was finalized; therefore, $1 million in federal transfers was not received.
   - Labour Market Development Agreement - $0.7 million as a result of a decrease to Saskatchewan's share of 2011-12 funding.

- Targeted Initiative for Older Workers - $0.5 million as a result of lower-than-budgeted recoveries and a reduction in federally approved carryover amounts.
- Transfers from immigration agreements relating to Foreign Credential Recognition, Enhanced Language Training and Immigration Website Portal were lower than expected as the Ministry did not fully expend the related budget allocations.
- Federal transfers relating to the recovery of prior year student loan administration expenditures was lower than projected.
- Promotion of Bilingualism in Education was lower than expected, due to updated information from the federal government.

3. The Ministry's share of federal funding was greater than budgeted based on updated information relating to eligible expenditures.
4. The variance is primarily due to lower-than-budgeted forfeitures of Entrepeneur Immigration deposits of $1.0 million.
5. Recoveries of prior-years expenditures for the Provincial Training Allowance, Labour Market Supports and Immigration programs were higher than anticipated.

## Special Funds

*(All audited financial statements for ministries and special funds for the fiscal period just ended may be found at www.finance.gov.sk.ca/public-accounts/2008-09)*

### Student Aid Fund

The Saskatchewan Student Aid Fund was created in 1949 by the Government of Saskatchewan to ensure that students would not be denied access to post-secondary education or training due to lack of financial means. Since then, the Fund has assisted many thousands of individuals to attain their career goal.

For audited financial statements or further information, please refer to the Student Aid Fund Annual Report.

### Training Completions Fund

The Training Completions Fund (Fund) was created under *The Private Vocational Schools Regulation Act, 1995*. The Act was proclaimed on December 15, 1995.

The Fund is administered by the Ministry of Advanced Education. The revenue of the Fund consists of monies that operators are directed by regulations to provide, donations to the Fund, and earnings from the investments of the Fund. The Fund is primarily used to provide the financial resources necessary to continue the training of students affected by the closure of a private vocational school.

For audited financial statements or further information, please refer to the Training Completion Fund Annual Report.

### Guaranteed Debt

Advanced Education, Employment and Immigration has Guaranteed Debt through responsibility for the Risk Premium Agreement with the Royal Bank.

Guaranteed debt represents a guarantee to the Royal Bank for bankruptcy and/or death of a borrower before loan consolidation within the Student Loans Program. As the number of loans owing to the Royal Bank decrease, so will the guaranteed debt year over year.

| For the Year Ended March 31 | (In thousands of dollars) | | |
|---|---|---|---|
| **Risk Premium Agreement** | **Budget** | **Actual** | **Variance Over/(Under)** |
| Total Outstanding Balance at Beginning of Year | $30 | $31 | $1 |
| Additions | - | - | - |
| Reductions | (13) | (10) | 3 [1] |
| **Total Outstanding Balance at Year End** | **$17** | **$21** | **$4** |

### Explanation of Variances

1. The Royal Bank Loan Guarantee is based on projections of outstanding loans and assumptions about the value of future claims. An annual reduction in liability is expected as the total value of the portfolio continues to decline. In 2011-12, the reduction was marginally less than budgeted as a result of updates to loan projections for students who are still in school.

### Student Loans Program

The Ministry of Advanced Education, Employment and Immigration administers the Student Loan Program for the Province of Saskatchewan. For further information, please refer to the Student Aid Fund Annual Report.

The loan program supports the Ministry's objective to increase the participation of low-income individuals in post-secondary education and training through access to student loan funding for tuition and living costs.

A loan from the General Revenue Fund is provided to the Student Aid Fund to support this role. The interest rate charge on the loan is at the Province's eight year cost of borrowing.

| For the Year Ended March 31 | (in thousands of dollars) | | | |
|---|---|---|---|---|
| **Loans from the General Revenue Fund - Student Aid Fund** | **Budget** | **Actual** | **Variance Over/(Under)** | notes |
| Total Outstanding Balance at Beginning of Year | $79,004 | (unaudited) $79,004 | - | |
| Disbursements from the General Revenue Fund | 50,000 | 53,500 | 3,500 | 1 |
| Repayments to the General Revenue Fund | (49,000) | (52,000) | (3,000) | 2 |
| **Total Outstanding Balance at Year End** | **$80,004** | **$80,504** | **$500** | |

**Explanation of Variance**

1. In 2011-12, student loan disbursements were higher than budgeted, with actual disbursements to students of $51.9M compared to the budget of $50M. Higher-than-budgeted disbursements to students translated into a requirement for a higher loan from the GRF. The SAF was authorized to borrow up to $53.5M from the GRF; this entire amount was transferred to the SAF.
2. In part, GRF loan repayments are based on grants and bursaries paid to students. With higher- than-budgeted disbursements to students, the total value of grants and bursaries awarded was also higher. This generated higher-than-budgeted loan repayments.

# Appendix A
# Acts and Regulations for which The Minister of Advanced Education, Employment and Immigration is Responsible

**Advanced Education and Employment**

*The Apprenticeship and Trade Certification Act, 1999*

- *The Apprenticeship and Trade Certification Commission Regulations*
- *The Apprenticeship and Trade Certification Regulations, 2003*

*The Crown Foundations Act*

- *The Crown Foundations Regulations*

*The Education Act, 1995 (section 3(1))*

*The Graduate Retention Program Act*

- The Graduate Retention Program Regulations
- The Post-Secondary Graduate Tax Credit Regulations

*The Human Resources, Labour and Employment Act (subsection 4(2) and section 4.01)*

*The Post-Secondary Education and Skills Training Act* (section 5, clauses 15 (2) (a), (c), (d), (e), (i) and (j) and section 17 are jointly assigned with Minister of Education)

- The *Training Program Regulations* (jointly assigned with the Minister of Education respecting literacy programs)

*The Private Vocational Schools Regulations Act, 1995*

- *The Private Vocational Schools Regulations, 1995*
- *The Regional Colleges Act*
- *The Regional Colleges Program Designation Regulations*
- *The Regional Colleges Program and Services Regulations*
- *The Regional Colleges Regulations*

*The Saskatchewan Applied Science Technologists and Technicians Act*

*The Saskatchewan Indian Institute of Technologies Act*

*The Saskatchewan Institute of Applied Science and Technology Act*

*The Student Assistance and Student Aid Fund Act, 1985*

- *The Lender-financed Saskatchewan Student Loans Regulations*
- *The Saskatchewan Student Direct Loans Regulations*
- *The Saskatchewan Student Loan Assistance Regulations*
- *The Student Assistance and Student Aid Fund Regulations, 2001*

*The University of Regina Act*

*The University of Saskatchewan Act, 1995*

- *The University of Saskatchewan Regulations, Order in Council 109/76*
- *Superannuation, reciprocal agreements, S.R. 212/75*

The following regulations continue to be in force under *The Government Organization Act* and are under the purview of the member of Executive Council to whom, for the time being, the administration of which are assigned:

- *The Employment Program Regulations*
- *The Skills Training Benefit Regulations*

The following regulation continues to be in force under *The Government Organization Act* and is under the purview of the member of Executive Council to whom, for the time being, the administration of *The Post-Secondary Education and Skills Act* is assigned:

- *The Training Allowance Regulations*

The following regulations were formerly under *The Department of Advanced Education and Manpower Act*, c.D-7.1 which was repealed by *The Government Organization Consequential Amendment Act, 1988* but continue to be in force under *The Government Organization Act*:

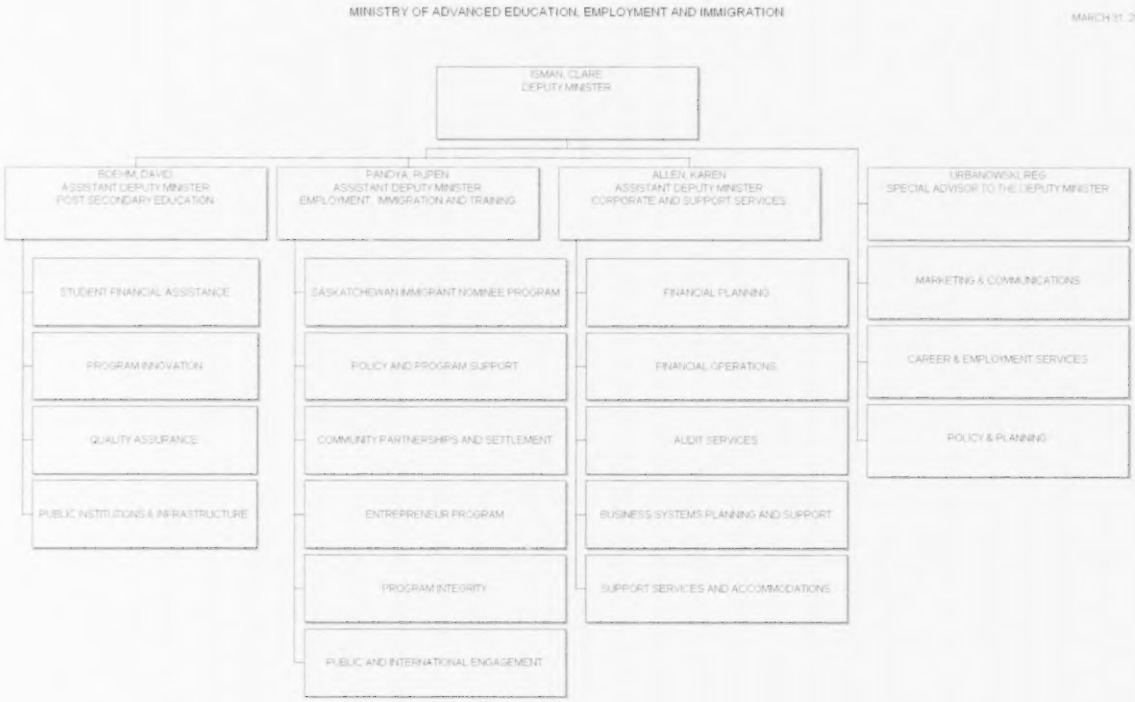
- *The Saskatchewan-China Exchange of Scholars Regulations*
- *The Saskatchewan Student Loan Program Regulations*
- *The Vocational Rehabilitation of Disabled Persons Program Regulations*

**Immigration**

*The Department of Agriculture, Food and Rural Revitalization Act (section 9.2)*

*The Multiculturalism Act (section 4 clauses (g) and (h))*

# Appendix B
# Advanced Education, Employment and Immigration's Organizational Chart



# For More Information

If you have any questions or comments, or would like additional copies of the 2011-12 Annual Report, we invite you to call (306) 787-9478 or contact:

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To download a copy of the report or to obtain more information about programs and services contained in this annual report, please visit the Ministry's website at www.aeei.gov.sk.ca.